



CHIEF DEVELOPMENT OFFICER

Competitive Salary, Excellent Benefits Package

Mission Statement

RDI works to secure land rights for the world's poorest people—those 3 billion chiefly rural people who live on less than two dollars a day. RDI partners with developing countries to design and implement laws, policies, and programs concerning land that provide opportunity, further economic growth, and promote social justice.

The Organization

Founded over 40 years ago, Rural Development Institute (RDI) is an international nonprofit dedicated to ending global poverty by securing land rights for the world's poorest. The majority of the world's extreme poor live in rural areas and land ownership is a key to rural poverty alleviation. Land can be the single greatest asset the poor can obtain – it defines access to shelter, income, nutrition, status, and most importantly, hope for a better future.

RDI has worked in 44 countries throughout the world. In that time RDI has worked on projects in partnership with other donors, NGOs and governments that have subsequently provided secure land rights for more than 400 million people. RDI currently has programs in India, China, the former Soviet Union, Sub-Saharan Africa along with other global projects.

RDI recognizes that when women have access and secure rights to land, they are better able to improve the lives of their families and themselves. While the focus on women's land rights has always been a part of RDI's work, the organization is committed to further building its gender expertise. RDI is currently launching RDI's Global Center for Women's Land Rights (CGWLR) – a center of excellence in the advocacy and practice of increasing women's land rights among the world's poor.



RDI uses the law as a tool to secure land rights in a fair, democratic, and peaceful manner. RDI's success comes from its unique ability to combine a deep knowledge of the rural realities as seen from the eyes of the poor with the knowledge of land laws and policies to forge practical solutions. In partnerships with governments, NGOs, foreign aid agencies (World Bank, USAID, ADB, etc.) RDI designs, promotes, and implements solutions to poverty.

With a home office in Seattle, RDI is improving life for individuals throughout the world and currently has field offices in Beijing, China, and Bangalore, Hyderabad, Kolkata and Bhubaneshwar, India. RDI also supports staff in Vladimir, Russia (Vladimir Legal

Aid Center). The organization is widely supported by partners, including NGOs, foundations, donor agencies (USAID, World Bank, etc.), world leaders, educational institutions and individual supporters throughout the world.



The Position

The Chief Development Officer (CDO) contributes to RDI's mission through the strategic leadership of the development department and all fund development initiatives. The CDO will lead the development department through RDI's dynamic growth with the vast majority of the CDO's time and effort spent on strategic development and implementation of development efforts, leading the development team, participating in organizational management of RDI and working with the Board of Directors. The CDO will also be responsible for direct funding with select individuals and foundations. Additional responsibilities include hiring planned staffing increases, coordinating general activities with the Communications Department, participating on the RDI Leadership Team, and interacting with the Resource Committee of the Board of Directors.

With a current staff of five and projected staff growth to 8-10 in the coming 24 months, the CDO will lead the development team to conduct foundation and individual donor fundraising for the organization, which includes creating and executing prospect research and identification, cultivation, solicitation, stewardship, and acknowledgement of major gifts and foundation support to meet planned revenue benchmarks and to expand the annual donor base. The development department also works with RDI's Program Department in the securing of funds from Fee For Service and US Government sources.



The development department has significant communication responsibilities. The CDO will ensure there is coordination of donor communication efforts with RDI's Communications Department. Externally, she/he will maintain relationships with select donors across a wide variety of backgrounds, nationally and internationally, as well as connect, strategize, and coordinate fundraising efforts and prospect identification with RDI partner organizations. Internally, she/he conducts ongoing communication and coordination with Program staff to ensure that fund development efforts are consistent with RDI programs currently underway and with programs that are being developed.



Internal management responsibilities are integral to this role. The CDO is a member of RDI's Leadership Team and provides staff management and support to the Resource Committee of the Board and will supervise development interns.

Issues & Priorities

First and foremost, the Chief Development Officer must build the necessary internal relationships by becoming an informed, integrated member of the organization, and then quickly carry forward RDI's momentum of successes around individual and foundation giving through effective fund development programs.

The CDO must employ strategies for introducing him/herself into RDI's established global network of community leaders, and strategically assigned foundations and individual donors. From there, the CDO will lead the development team to further nurture and grow those relationships as well as identify new donors for the benefit of the organization.

The CDO will carry out fund raising plans to meet RDI's 5-year growth plan. This will include implementing RDI's revenue model and having the ability to monitor and make strategic adjustments to the model as needed.

Key to the CDO's success will be an effective collaboration between development and the program areas. She/He must be creative in building these connections with program leaders who are spread across the world to ensure strong and accurate messaging when working with foundations and major donors.

The CDO will come on board to further enhance RDI's development communications plans (in coordination with the Director, Development Communications & Annual Fund and the Communications Department).

RDI will be bringing on new board members in the coming years. The CDO will have an opportunity to participate in the identification of new board candidates as well as actively work with the entire Board in developing and enhancing their roles in fund development.



The individual donor base for RDI has grown exponentially in the last two years. By leading her/his staff the CDO will build off this momentum, bringing donors to new and higher levels of giving as well as evaluating and implementing innovative expansion strategies to bring the donor base into new sectors that support global development initiatives.

The majority of RDI's funding is from foundation grants, often multi-year grants. Due to the long-term nature of RDI's work, these multi-year grants are critical to building and sustaining programs that achieve success. The CDO will lead his/her staff to continue increasing foundation support with a view towards this principle, and to identify, nominate, and apply for local, national, and international prizes and awards.

The CDO will work closely with the COO and the management team around increasing the visibility of RDI, both regionally and nationally. This includes creating effective messaging techniques to take to donors and media outlets.

RDI needs to evaluate an upgrade of their donor management software (eTapestry). The CDO will have to quickly get up to speed with these issues and determine if an upgrade is needed, and provide the leadership support to see any transition effort through to completion.

Ideal Candidate Profile

We seek a passionate, innovative individual committed to understanding and fostering RDI's mission of securing land rights for the world's poorest in an effort to alleviate global poverty. The Chief Development Officer will be a seasoned expert in fund raising strategy development, organizational management and skilled in raising individual and institutional funds from a sophisticated audience, including many of the world's most prominent opinion, philanthropic, and business leaders. He/She will guide and motivate the development department, fostering success through a balance of aggressive and measured strategies. The successful candidate will demonstrate his/her commitment to RDI's values: impact, collaboration/teamwork, respect, passion/dedication and learning/innovation.

Critical to the success of this position will be the CDO's skills in effective and flexible communication styles due to the diversity of RDI's constituencies. As the key advocate of the Development Department's strategic plan, the CDO will be comfortable leading the development department through significant growth, taking both the department staffing and revenue to the next level to meet RDI's growth plan.



The CDO will also help the Board, the management team, and program staff understand how fund development can be effectively integrated across the entire organization to ensure a consistent and engaged approach to working with donors and foundations.

RDI operates in an incredible sphere of influence on global development issues. While a unique and exciting opportunity to actively engage these world leaders in the work of the organization, the CDO must bring both political savvy and a gravitas in operating within these networks. The ideal candidate will promote a shared voice and understanding of RDI's mission and work in the global community and be a distinguished spokesperson for the organization.

Key decisions at the organization are made through active dialogue and debate. We seek a CDO who is comfortable probing for the right answers and motivated by active participation in that process. The CDO must establish himself/herself with highly intellectual and data driven decision makers, then develop strategic decision packages rooted in strong analytics and support recommendations with accurate data and sound forecasts. RDI's culture is also highly solution-oriented and the ideal candidate will be one who can bring problems as well as solutions to the discussion.

We seek a Chief Development Officer who will be a committed, enthusiastic team-member working in support of and collaboratively with a range of people at all levels, including RDI management, Board members, program staff, donors, and outside constituencies. Accuracy, efficiency, punctuality, and thoroughness are skills essential to succeeding in this role. The successful candidate will be a genuine individual who will comfortably build trust and credibility within the organization.



Qualifications

A minimum of seven to ten years of fund development and organizational management & leadership related experience is required. A Bachelor's degree is required with an advanced degree preferred. Strong skills in raising funds as well as experience with donor-related technology and research is necessary. Subject matter expertise around global development issues and global poverty is highly desirable.

To Apply

The Rural Development Institute is an Equal Opportunity Employer and values diversity in all areas of its operations. We welcome and encourage diverse applications. Please send a resume and cover letter as soon as possible to:

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